



Western
UNIVERSITY • CANADA

Report to SCUP on Faculty Recruitment and Retention

**Office of the Vice Provost (Academic
Planning, Policy and Faculty)**

February 2020

History, Purpose and Format of the Report

- Beginning 2014, the Faculty Collective agreement has required an annual reporting of metrics related to faculty recruitment
- The data in this report fulfill that objective; as well, this report provides additional faculty recruitment & retention data
- Data and analyses are provided with numerical “counts” in order to allow for readers of the report to extract and review these data from a variety of lenses

Organization of the Report

The report is organized by faculty group:

1. Probationary and Tenured Faculty
2. Limited-Term non-Clinical Faculty
3. Part-Time non-Clinical Faculty
4. Full-Time Clinical Faculty

Definitions for each group and descriptions of data sources are provided.

Section 1: Probationary and Tenured Faculty

- Data are cross-sectional counts as of October 1; the most recent data in Western's HRIS system is October 1, 2019; the most recent UCASS (comparator) data are from the 2017-18 data
 - reflected by different timelines where comparator data are used
- This section pertains to all Full-Time Probationary (Tenure-track) and Tenured Faculty
- includes those in senior academic administrative roles who are exempt from the UWOPA Collective Agreement provisions

Key Observations from slides 9 to 23

Probationary and Tenured Faculty

- The total number of Probationary/Tenured faculty increased from 1998 to 2008, stabilized, then decreased modestly since 2015; in 2019, some of this decrease was due to a retirement incentive window
- In the 2018 data reflected in slides 10-11, women comprise 34.8% of all Western faculty and 46.5% of Assistant Professors, illustrating increasing representation with recent cohorts
- New probationary/tenured faculty hires were approximately 50% women in the past two hiring years

Key Observations from slides 9 to 23

continued

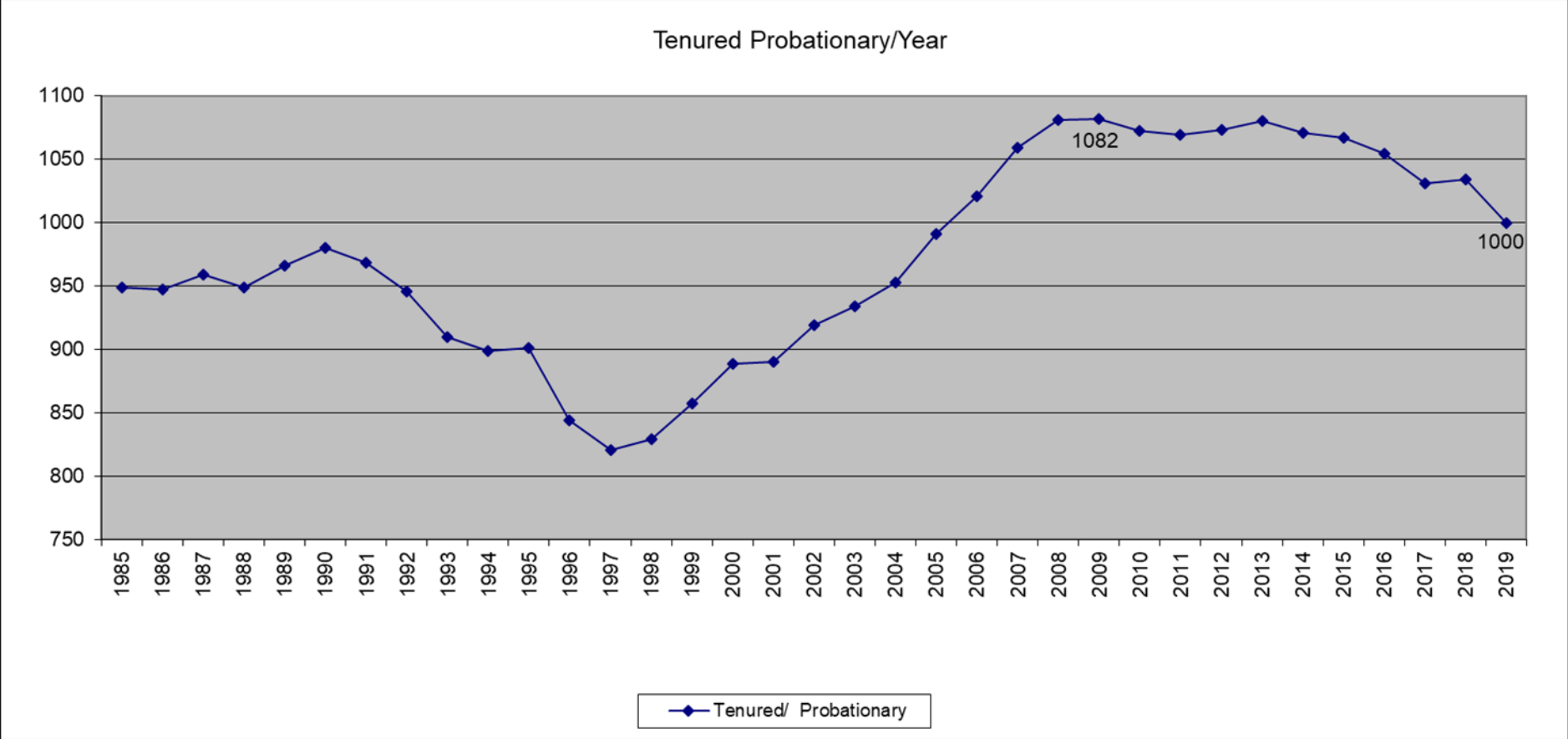
- representation of women varies by discipline (the data include all faculty thus reflect historic, as well as recent, cohorts)
- time-to-tenure and time-to-promotion shows little influence of gender but greater influence of discipline (some of this is likely explained by longer post-doctoral training in STEM disciplines)
- Probationary cohort success rates are similar for men and women; data in slide 17-18 reflect the cohorts who would ordinarily have completed their probationary period (more data will be presented in the June P&T report to Senate)
- Resignation patterns for tenured and probationary faculty illustrate disciplinary differences in retention with annual attrition rates of 1.66% for women and 1.38 % for men

Key Observations from slides 9 to 23

continued

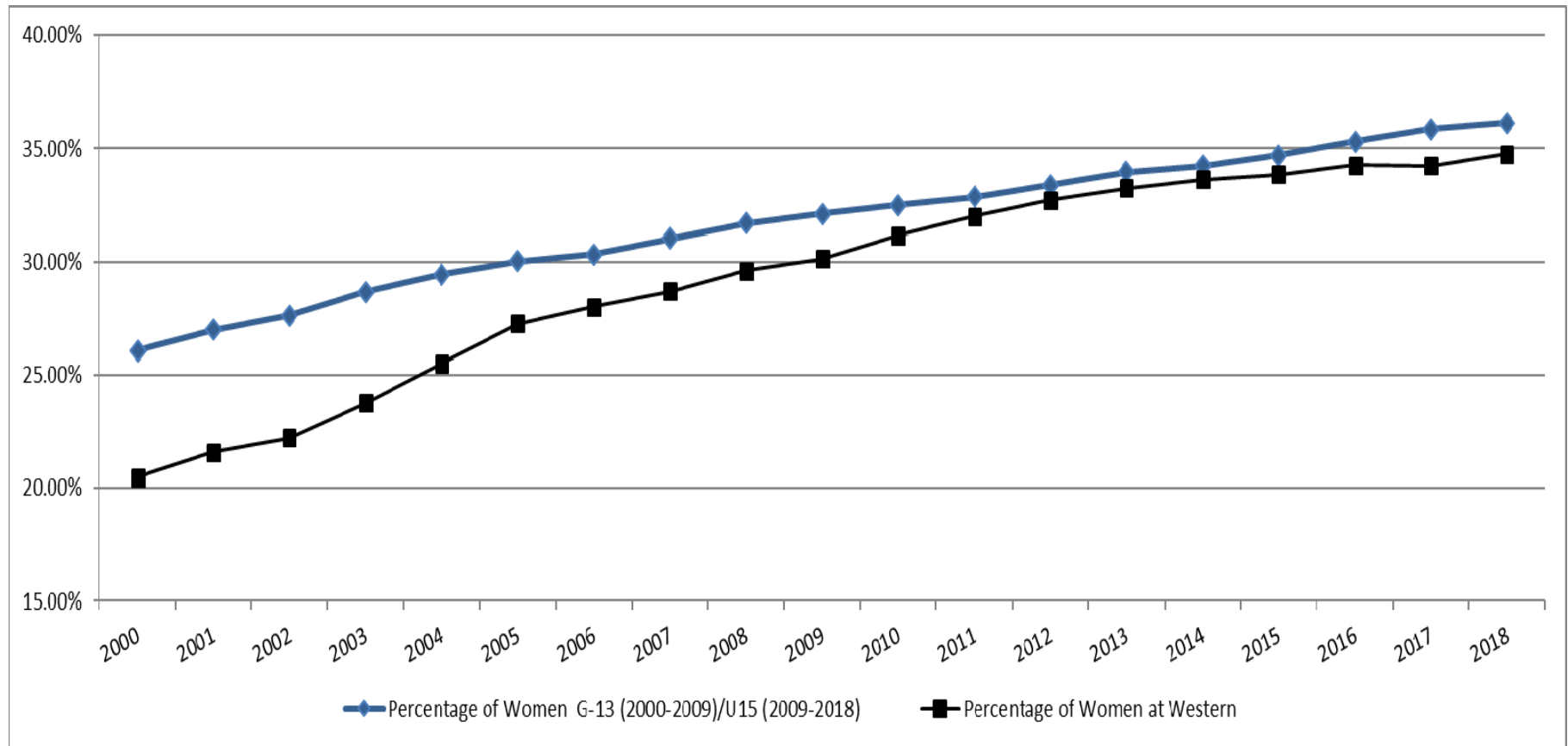
- as shown in slide 22, the annual retiring rate was fairly constant among post-60 faculty cohorts since 2006
- The count of faculty over the age of 65 increased from 2006, then stabilized in 2016 as the rate of exit due to retirement became similar to the rate of entry of new cohorts into the post-65 age group; it decreased in 2019 as a result of an incented retirement window
- The difference between the red and black lines in slide 23 reflect individuals with a retirement plan on record

Probationary and Tenured Faculty at Western 1985 - 2019



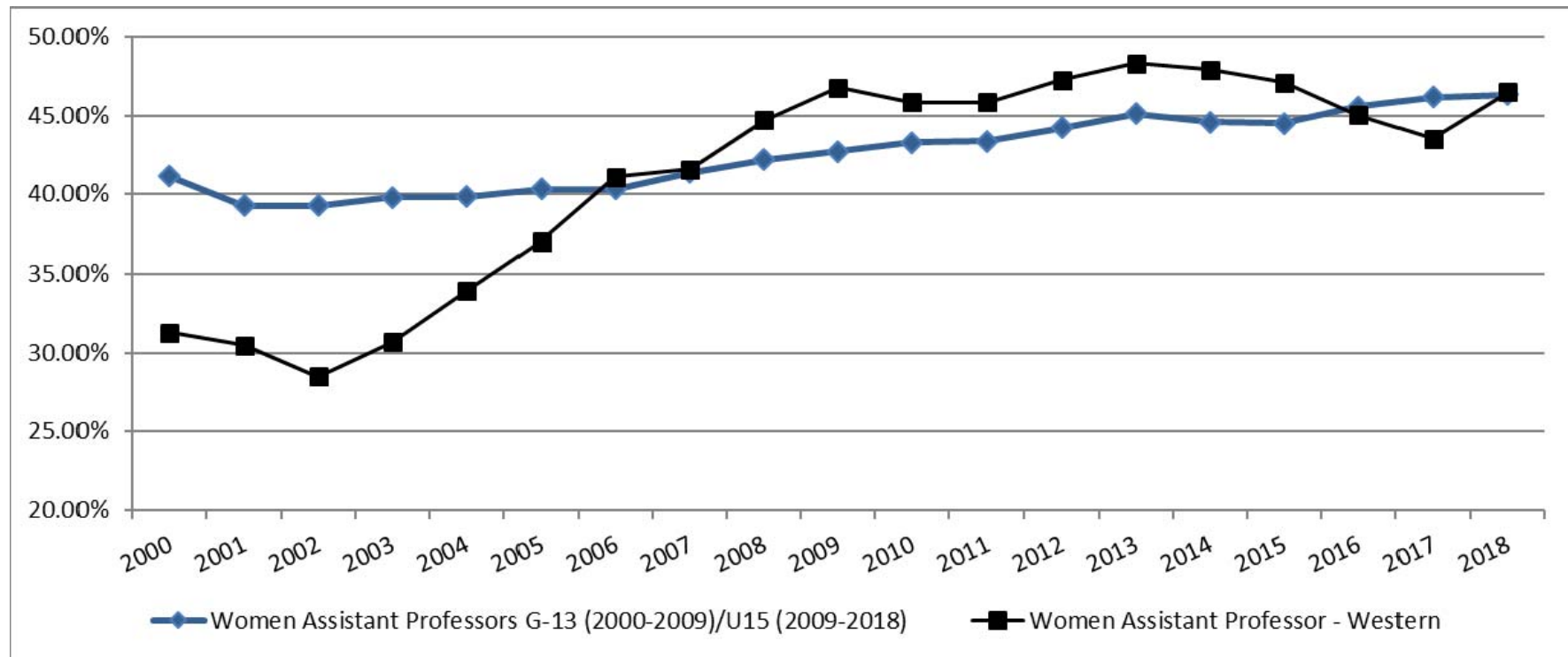
Source: Western Corporate Information 1985 – 1999
 UCASS Data 1999 – 2009
 U15 Data 2009 – 2018
 Human Resources Information System - 2019

Women as a Percentage of Tenured/Probationary Faculty: G-13/U15 excluding Western vs. Western



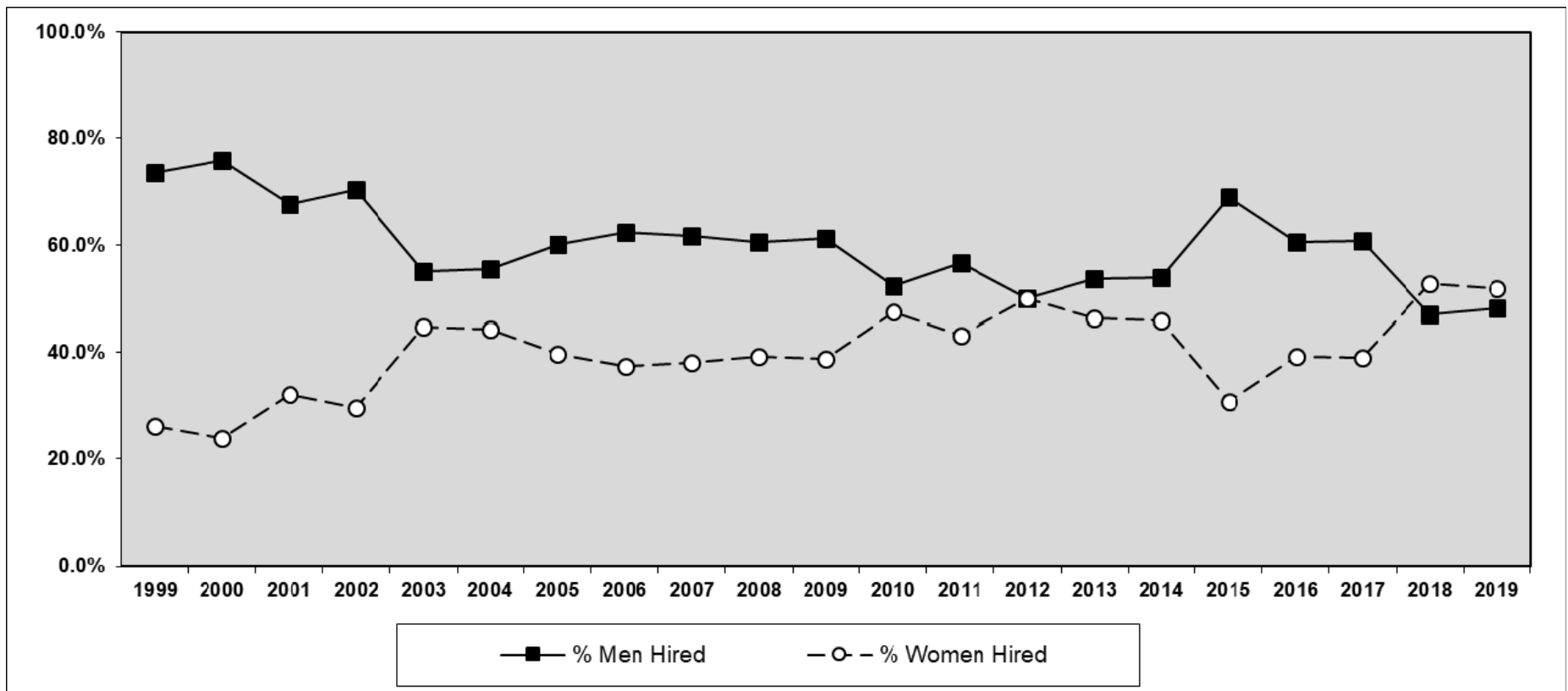
Source: UCASS Data 2000-2009, U15 Data 2009-2017
 (Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

Women as a Percentage of Probationary Assistant Professors, G-13 /U15 excluding Western vs. Western



Source: UCASS Data 2000-2009, U15 Data 2009-2018
 (Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, and Saskatchewan, 2015. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

Gender distribution, Newly hired Tenured/Probationary Faculty at Western (including those at Western previously in a Limited Term position): 1999 – 2019



Source: UCASS Data for 1999 – 2010
 Western Human Resources Information Systems 2011 - 2019 (October)
 Data excludes faculty joining from Robarts

Percentage of Women, Tenured/Probationary Faculty, 2009 to 2019

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Arts and Humanities	42.31%	44.19%	45.45%	47.08%	44.80%	45.00%	45.65%	45.52%	45.31%	42.62%	45.20%
Business	21.87%	26.09%	24.00%	25.33%	28.92%	25.97%	22.22%	19.74%	18.57%	22.37%	25.00%
Education	47.82%	48.72%	50.00%	52.94%	54.55%	54.29%	57.14%	61.90%	65.85%	69.05%	68.30%
Engineering	11.83%	11.63%	11.49%	11.36%	12.36%	12.50%	11.83%	12.64%	15.98%	16.67%	17.50%
Health Sciences	58.43%	58.70%	59.57%	59.78%	60.22%	60.87%	62.22%	63.33%	60.47%	62.07%	70.00%
Information & Media Studies	59.48%	58.33%	57.14%	58.82%	58.82%	57.58%	59.38%	57.14%	57.14%	59.28%	60.70%
Law	23.33%	22.58%	24.14%	27.59%	32.28%	31.03%	34.48%	35.71%	37.50%	39.29%	39.30%
Medicine & Dentistry	19.85%	20.12%	20.37%	21.34%	22.56%	22.94%	23.84%	24.00%	23.84%	23.40%	28.70%
Music	32.43%	33.33%	36.11%	35.14%	32.43%	33.33%	34.21%	37.14%	37.14%	36.36%	38.70%
Science	19.15%	20.65%	21.98%	22.78%	23.89%	23.73%	24.72%	24.43%	23.70%	23.53%	25.90%
Social Science	31.25%	32.16%	33.50%	32.50%	33.33%	36.13%	35.84%	36.61%	37.78%	40.11%	43.70%

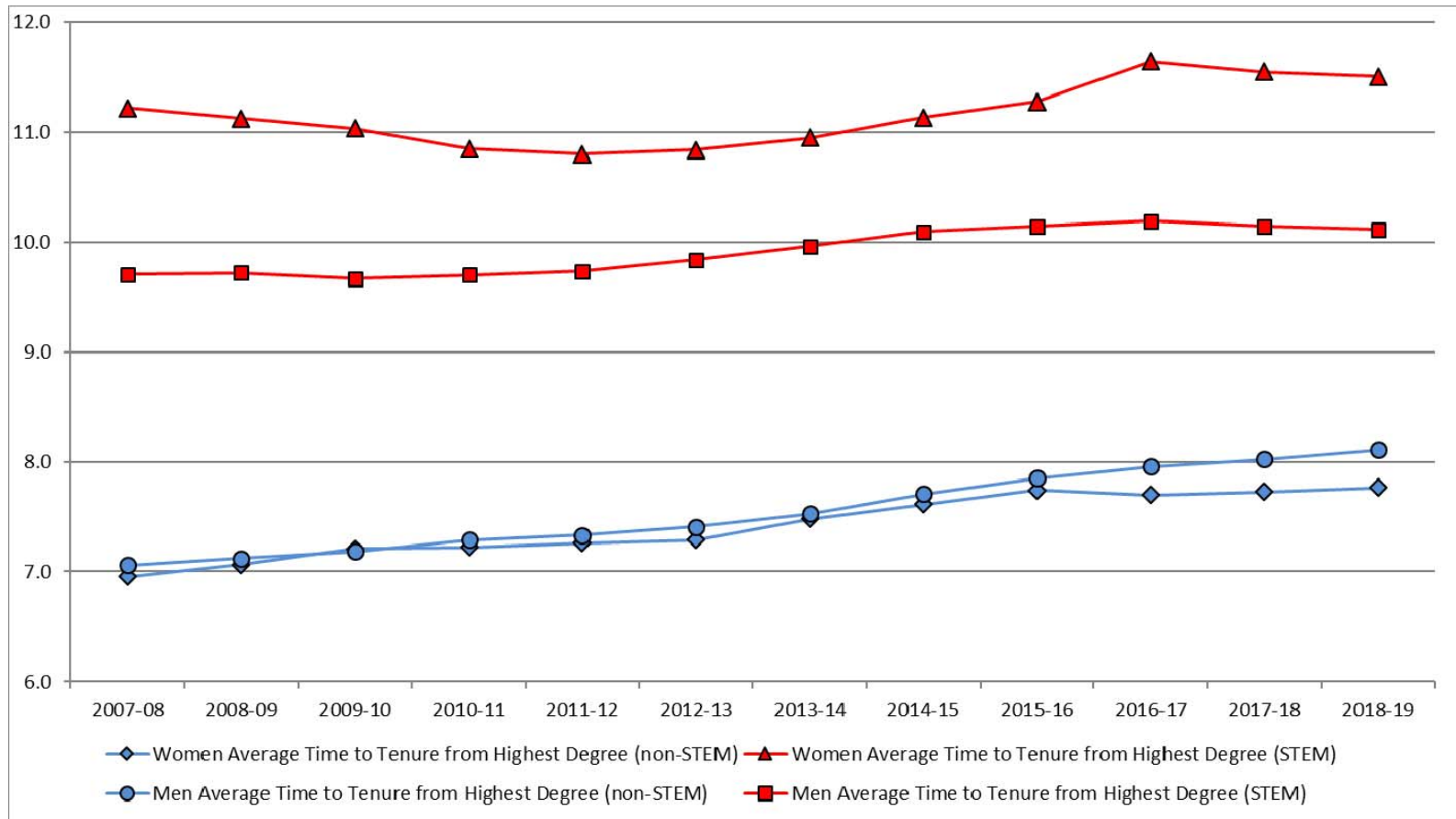
Western Human Resources Information System 2009 - 2019 (October).

Percentage of Women, Probationary Assistant Professor Rank 2009 to 2019

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Arts and Humanities	55.56%	52.63%	55.88%	69.70%	58.08%	50.00%	54.17%	47.37%	53.33%	40.00%	50.00%
Business	40.00%	39.13%	27.59%	27.59%	32.26%	29.03%	30.30%	26.92%	20.00%	30.43%	33.33%
Education	80.00%	75.00%	77.78%	71.43%	60.00%	57.14%	50.00%	66.67%	66.67%	81.82%	81.82%
Engineering	22.22%	18.75%	21.43%	18.18%	23.08%	18.18%	14.29%	12.50%	35.71%	29.41%	29.41%
Health Sciences	71.43%	61.54%	65.38%	65.22%	68.42%	72.22%	80.00%	90.91%	84.62%	82.35%	90.00%
Information & Media Studies	84.62%	80.00%	77.78%	75.00%	100.00%	100.00%	100.00%	--	--	--	100.00%
Law	62.50%	71.43%	80.00%	100.00%	100.00%	100.00%	75.00%	57.14%	60.00%	50.00%	50.00%
Medicine & Dentistry	29.55%	30.00%	27.27%	32.26%	34.62%	35.71%	36.67%	36.71%	37.50%	37.93%	44.44%
Music	40.00%	40.00%	30.00%	28.57%	40.00%	50.00%	50.00%	40.00%	33.33%	50.00%	--
Science	34.09%	38.89%	38.46%	35.00%	43.75%	50.00%	50.00%	50.00%	41.67%	45.45%	46.67%
Social Science	44.00%	48.72%	52.94%	48.28%	57.14%	66.67%	57.89%	47.83%	37.50%	43.75%	47.06%

Western Human Resources Information System 2009 - 2019 (October).

Time to Tenure from Highest Degree (STEM and non-STEM Disciplines)

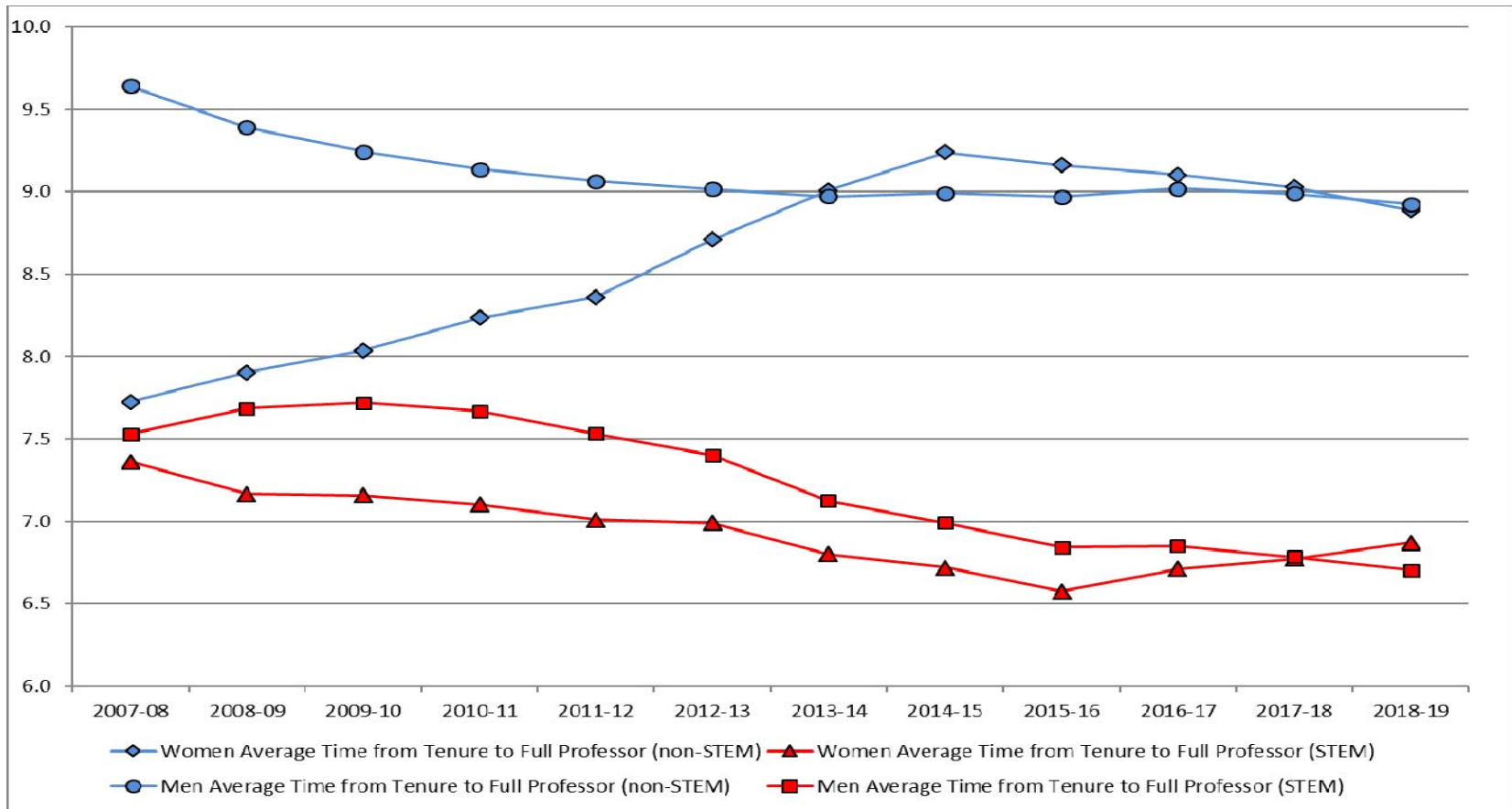


For the purpose of this analysis:

- “STEM” = Faculty of Engineering, Science, Medicine & Dentistry
 - Only those with > 3 years from RF to Tenure are included
 - Three year rolling average

Source: Western HR Information System

Time to Full Professor from Tenure (STEM and non-STEM Disciplines)



For the purpose of this analysis:

- “STEM” = Faculty of Engineering, Science, Medicine & Dentistry
 - Only those with > 3 years from RF to Tenure are included
 - Three year rolling average

Source: Western HR Information System

Probationary Cohort Outcomes for Faculty with Probationary Start dates from 2002-03 through 2013-14

Cohort Outcomes

Action	Women (n)	Men (n)	Grand Total (n)
Granted Tenure	190 (75.4%)	262 (78.0%)	452 (76.9%)
Denied P&T	5 (2.0%)	13 (3.9%)	18 (3.1%)
Withdrew from P&T *	3 (1.2%)	10 (3.0%)	13 (2.2%)
Moved to Limited Term **	3 (1.2%)	1 (0.3%)	4 (0.7%)
Resigned	40 (15.9%)	43 (12.8%)	83 (14.1%)
Still in Probationary Period ***	8 (3.2%)	5 (1.5%)	13 (2.2%)
Other	3 (1.2%)	2 (0.6%)	5 (0.9%)
Grand Total	252 (100%)	336 (100%)	588 (100%)

Outcomes for those who entered the P&T Consideration Queue

Action	Women (n)	Men (n)
Granted Tenure	190 (96.0%)	262 (91.9%)
Denied P&T	5 (2.5%)	13 (4.6%)
Withdrew from P&T	3 (1.5%)	10 (3.5%)
Grand Total	198	285

- * Withdrew after entering the P&T queue
- ** Hired into a new Limited Term role before entering P&T queue
- *** Those continuing beyond their initial P&T consideration date (due to leaves etc.) or those hired in fall/winter of the 2013-14 academic year to be considered in 2020

Reasons for Resignation: Probationary Cohort with Start dates from 2002-03 through 2013-14

Reasons for Resignation During Probationary Period (Exit Interviews)				
Reason	Women (N)	% of Women Total	Men (N)	% of Men Total
Career Development and Salary	9	22.5%	11	25.6%
Family and Geography	25	62.5%	23	53.5%
Other	3	7.5%	4	9.3%
Performance - Not Tracking to P&T	3	7.5%	5	11.6%
Grand Total	40	100.0%	43	100.0%

Reasons for Resignation: All Probationary and Tenured faculty resigning from 2004-05 through 2018-19

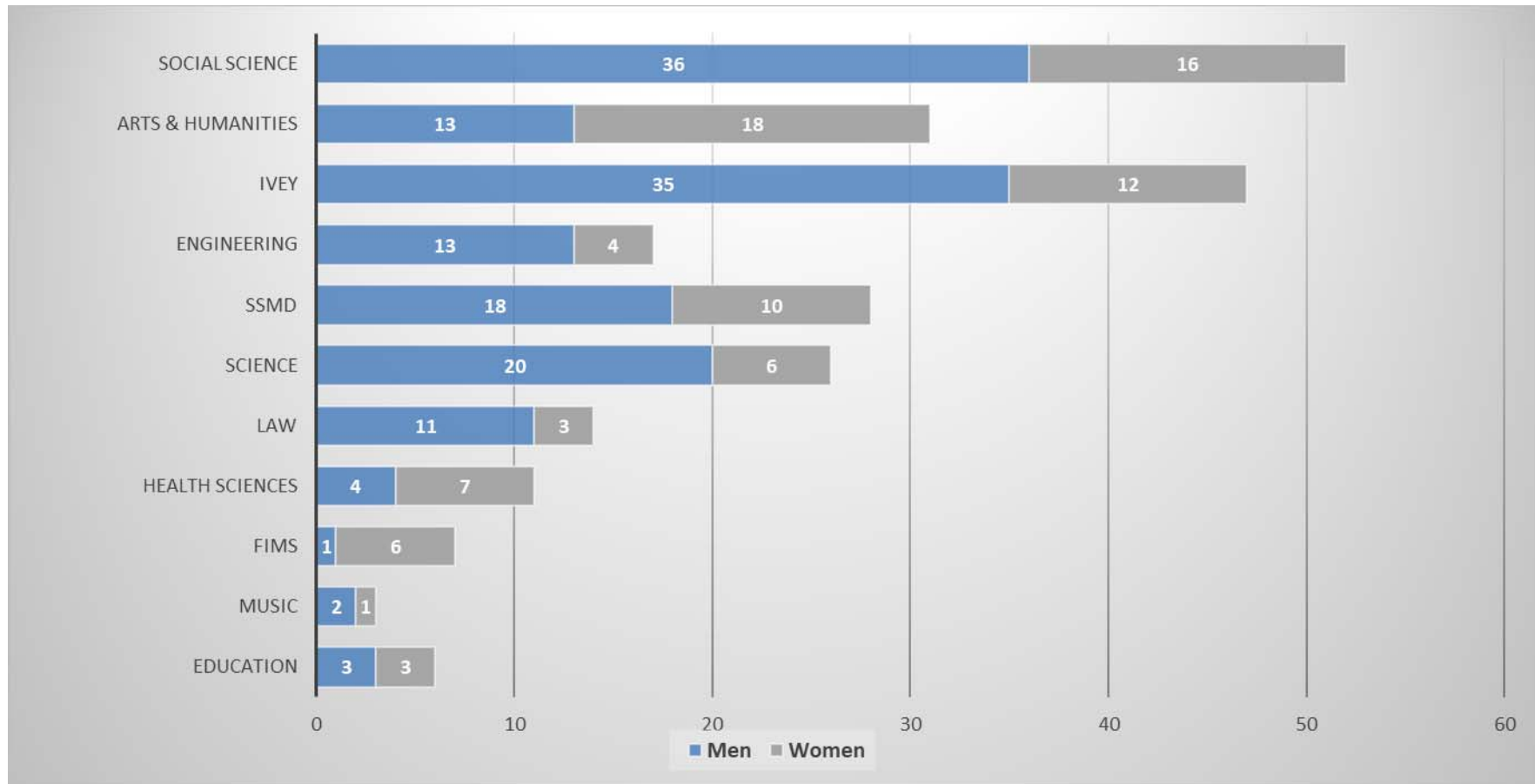
Reasons for Resignation (exit Interviews)	Women N (%)	Men N (%)	Total N (%)
Performance - Not Tracking to P&T	6.0 (7.0%)	25.5 (16.3%)	31.5 (13%)
Family and Geography	36.5 (42.4%)	43.33 (27.8%)	79.83 (33.0%)
Career Development and Salary	36.0 (41.9%)	69 (44.2)	105 (43.4%)
Other	7.5 (8.7%)	18.17 (11.7%)	25.67 (10.6%)
Grand Total	86 (100%)	156 (100%)	242 (100%)

Women: 1.66% average attrition rate (annual attrition rate = resignations/current year faculty count)

Men: 1.36% average attrition rate (annual attrition rate = resignations/current year faculty count)

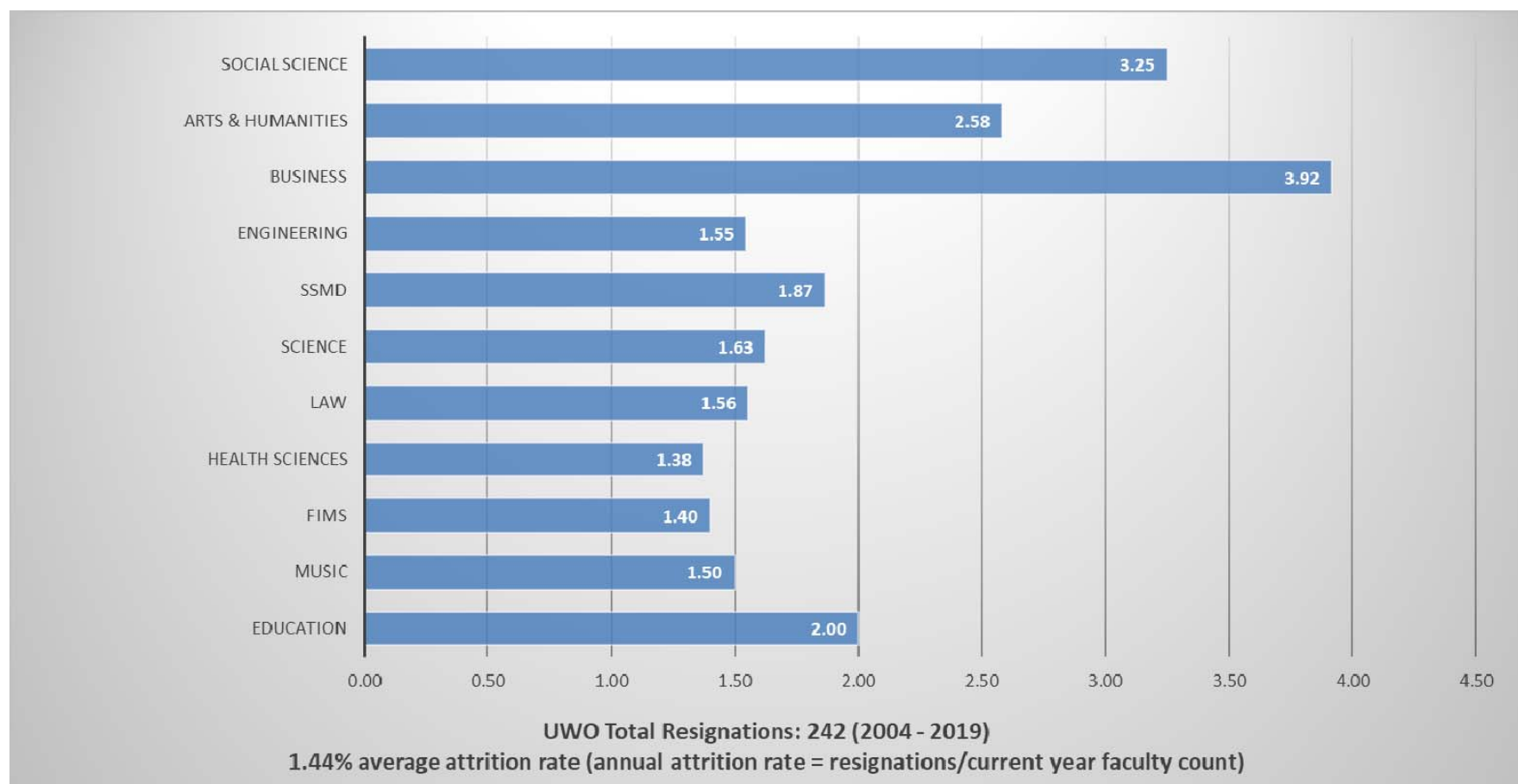
Data Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member. Fractional numbers result when multiple reasons are given for resignation; one individual is fractionally attributed across reasons they gave.

Total Probationary & Tenured Resignations by Faculty: resigning from 2004-05 to 2018-19



Source: Western Information Systems as of December 2019
Includes only faculty under age 55 at the time of resignation.

Total Probationary & Tenured Resignations % by Faculty: exit dates 2004-05 to 2018-19

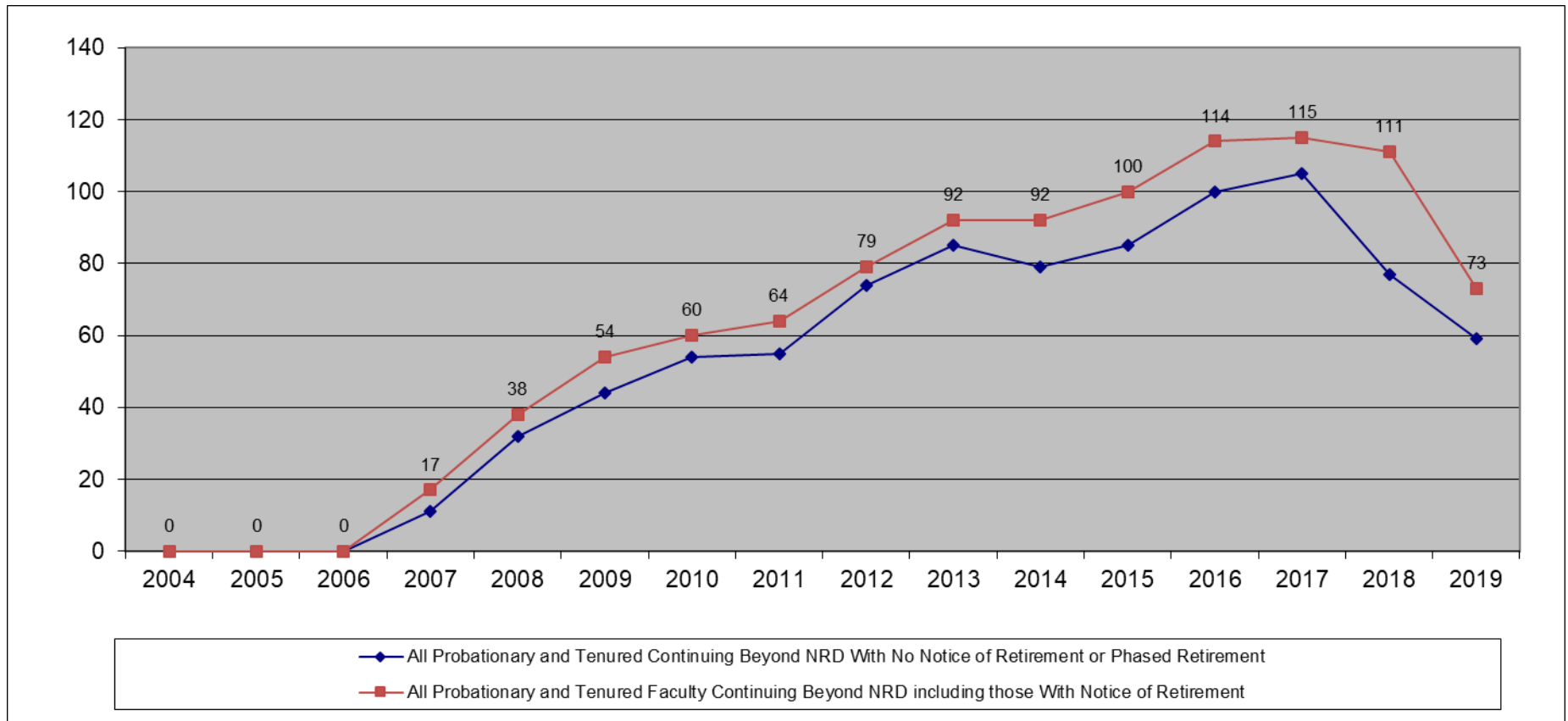


Probationary and Tenured Faculty at Western: Cohorts Aged 60 or Greater

Age	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
60	33	36	23	37	25	23	28	38	27	25	17	28	31	34	24	30
61	34	30	34	23	33	25	22	29	38	27	23	15	28	29	32	22
62	32	33	30	34	22	32	24	21	28	37	25	21	13	27	31	29
63	22	31	32	25	31	21	30	23	21	28	37	24	20	13	27	28
64	20	21	29	32	23	30	19	30	23	21	27	36	23	19	13	21
65	8	6	9	24	26	22	24	13	28	21	18	25	31	23	18	11
66	0	0	0	7	20	21	19	19	11	27	20	16	23	29	17	12
67	0	0	0	0	4	18	15	14	17	8	24	17	13	18	19	12
68	0	0	0	0	0	3	10	13	11	16	7	20	14	10	17	11
69	0	0	0	0	0	0	3	8	11	10	9	6	14	12	6	12
70	0	0	0	0	0	0	0	3	8	9	7	8	4	11	11	4
71	0	0	0	0	0	0	0	0	3	6	7	6	8	2	9	5
72	0	0	0	0	0	0	0	0	0	2	5	7	4	7	2	5
73	0	0	0	0	0	0	0	0	0	0	2	5	7	4	7	1
74	0	0	0	0	0	0	0	0	0	0	0	2	4	6	3	2
75	0	0	0	0	0	0	0	0	0	0	0	0	1	2	5	1
76	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3
Total	149	157	157	182	184	195	194	211	226	237	228	236	238	246	243	209

Source: UCASS 2004 – 2010
UWO Data 2011 – 2019

Probationary and Tenured Faculty at Western: Continuing Beyond Normal Retirement Date (NRD)



Source: Western Human Resources Information System
Cohort continuing with \leq July 1 NRD in each year

Section 2: Limited Term Appointments

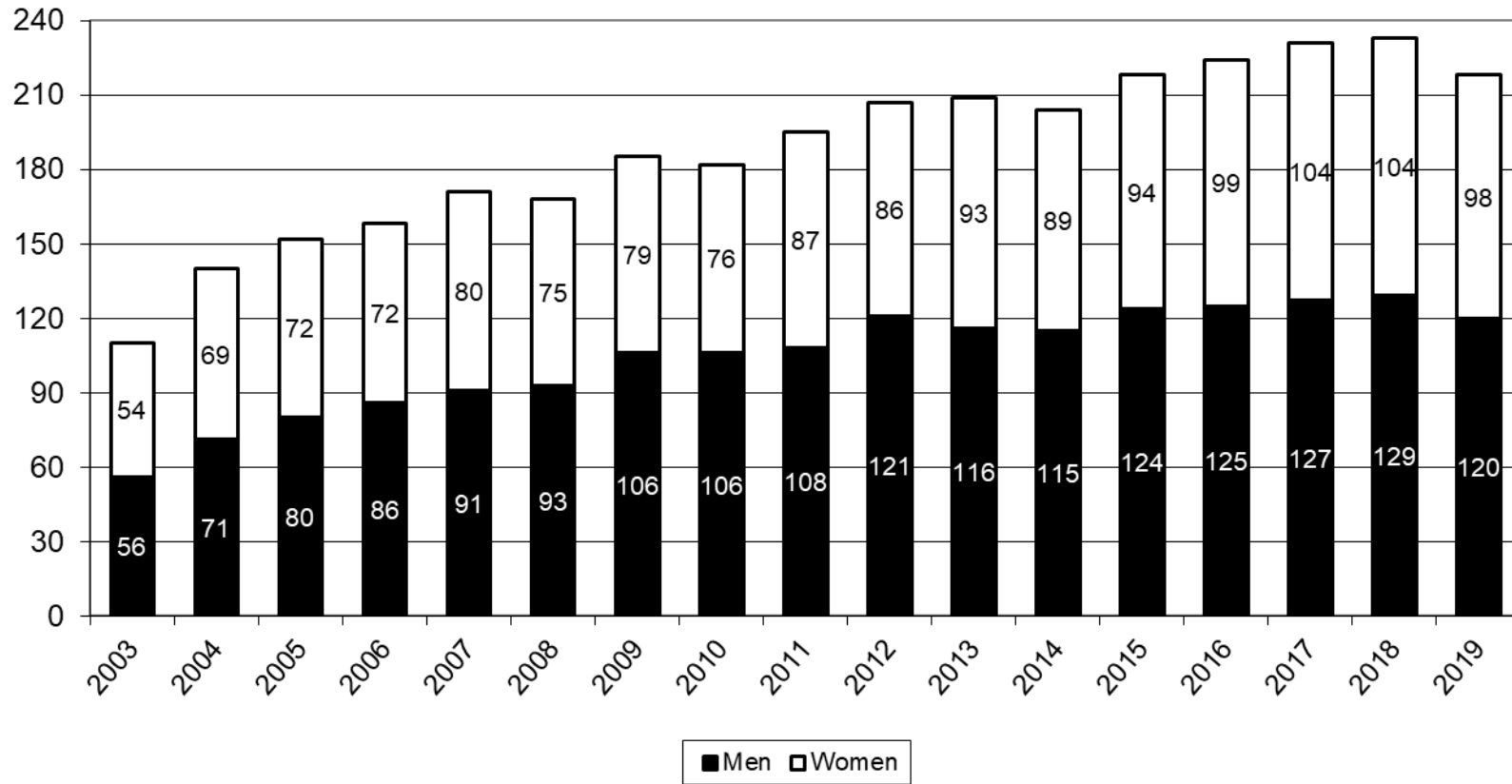
- Data are cross-sectional counts as of October 1, 2019
- Includes Limited Term UWOFA faculty:
 - Those with fixed-term (with end date)
 - Full-time contract faculty “without end date”
 - Full-time contract faculty who are “permanent”
- Does not include:
 - Visiting faculty
 - Externally funded faculty

Key Observations from Slides 26 to 29

Limited Term Faculty

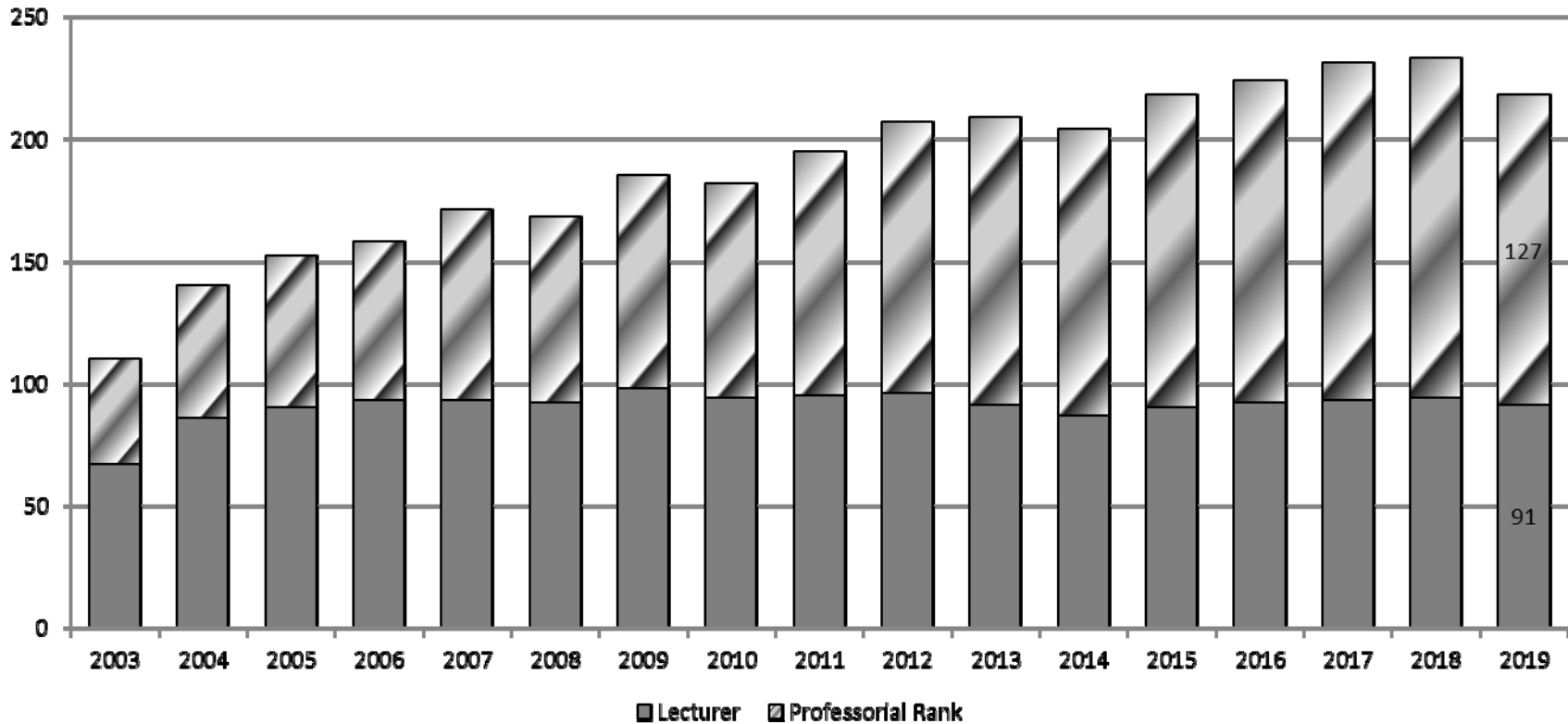
- On October 1, 2019 there were 218 LT faculty with the following characteristics:
 - 98 (45%) are women and 120 (55%) are men
 - 127 (58.3%) were at the Professorial ranks
 - Length of employment at Western
 - 66 (30.3%) had been employed >12 years (therefore are either “without end date” or “permanent” or eligible for “without end date” status at next renewal)
 - 114 (41.0%) have been in LT contract status for <7 years
- Each vertical bar in slide 29 represents the workload of one LT individual; most LT faculty are teaching-intensive; other Ws are seen (e.g. Basic Scientists in a Clinical Department are often research-focused)

Number of Individuals with Limited Term Appointments: Stratified by Gender 2003 to 2019



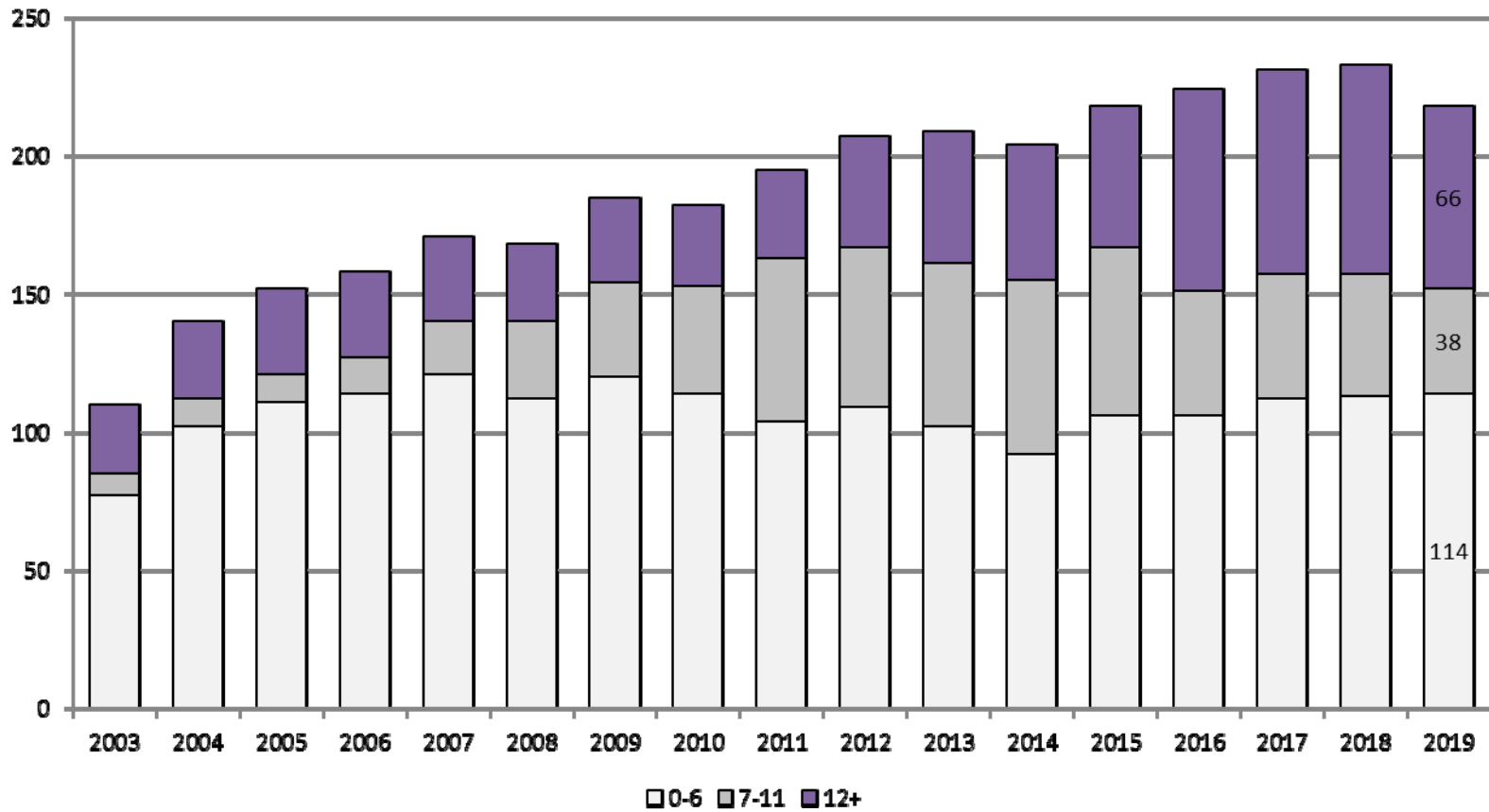
Source: Western’s Human Resources Information Systems 2003 – 2019 (October)

Number of Individuals with Limited Term Appointments Stratified by Rank, 2003 - 2019



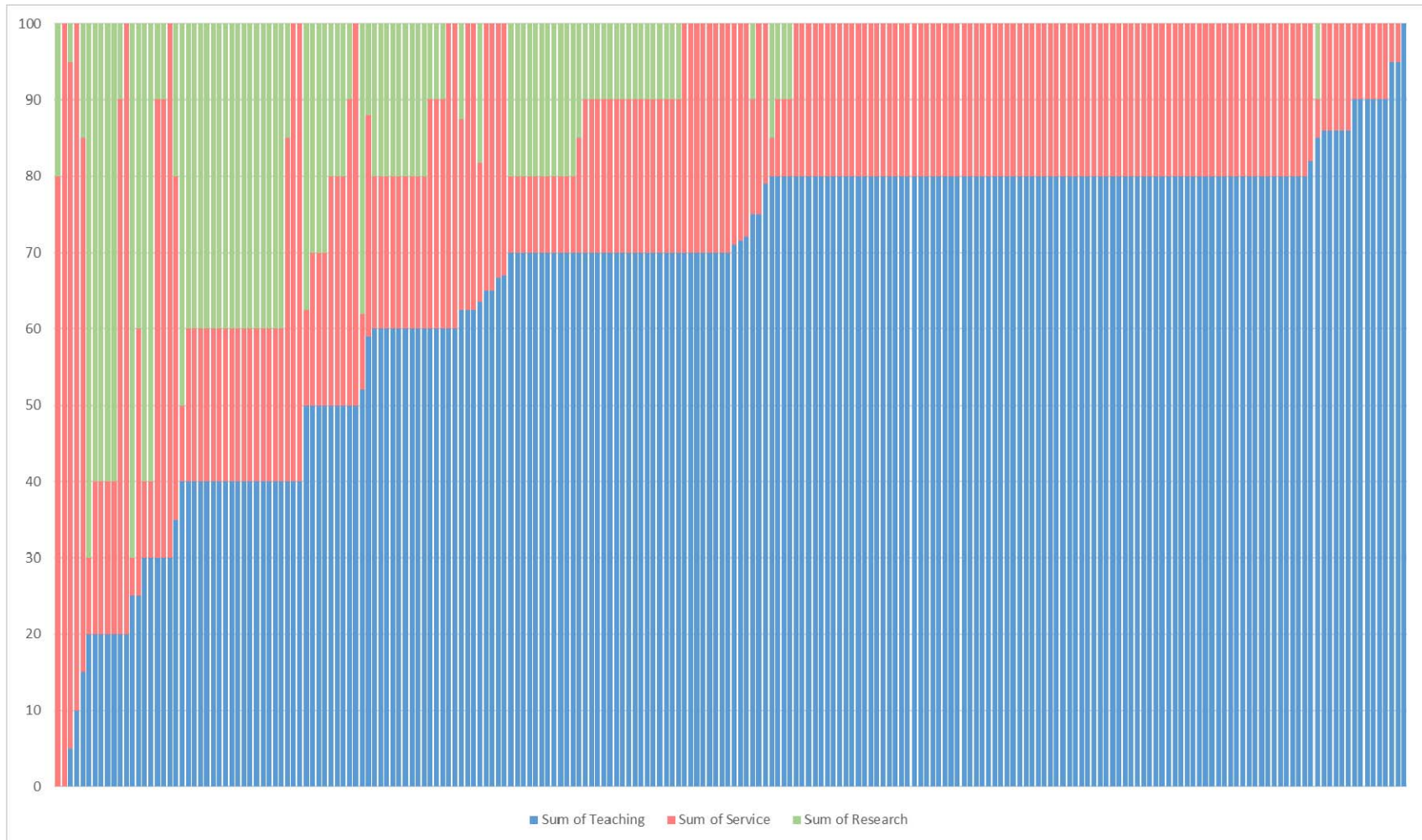
Source: Western's Human Resources Information Systems 2003 - 2019 (October)

Number of Limited Term Appointments by Years of Service 2003 - 2019



Source: Western's Human Resources Information Systems 2003 - 2019 (October)

All Active Limited Term Appointments by Workload Percentages 2019



Source: Western's Human Resources Information Systems 2019 (October)

Section 3: Part-Time Faculty

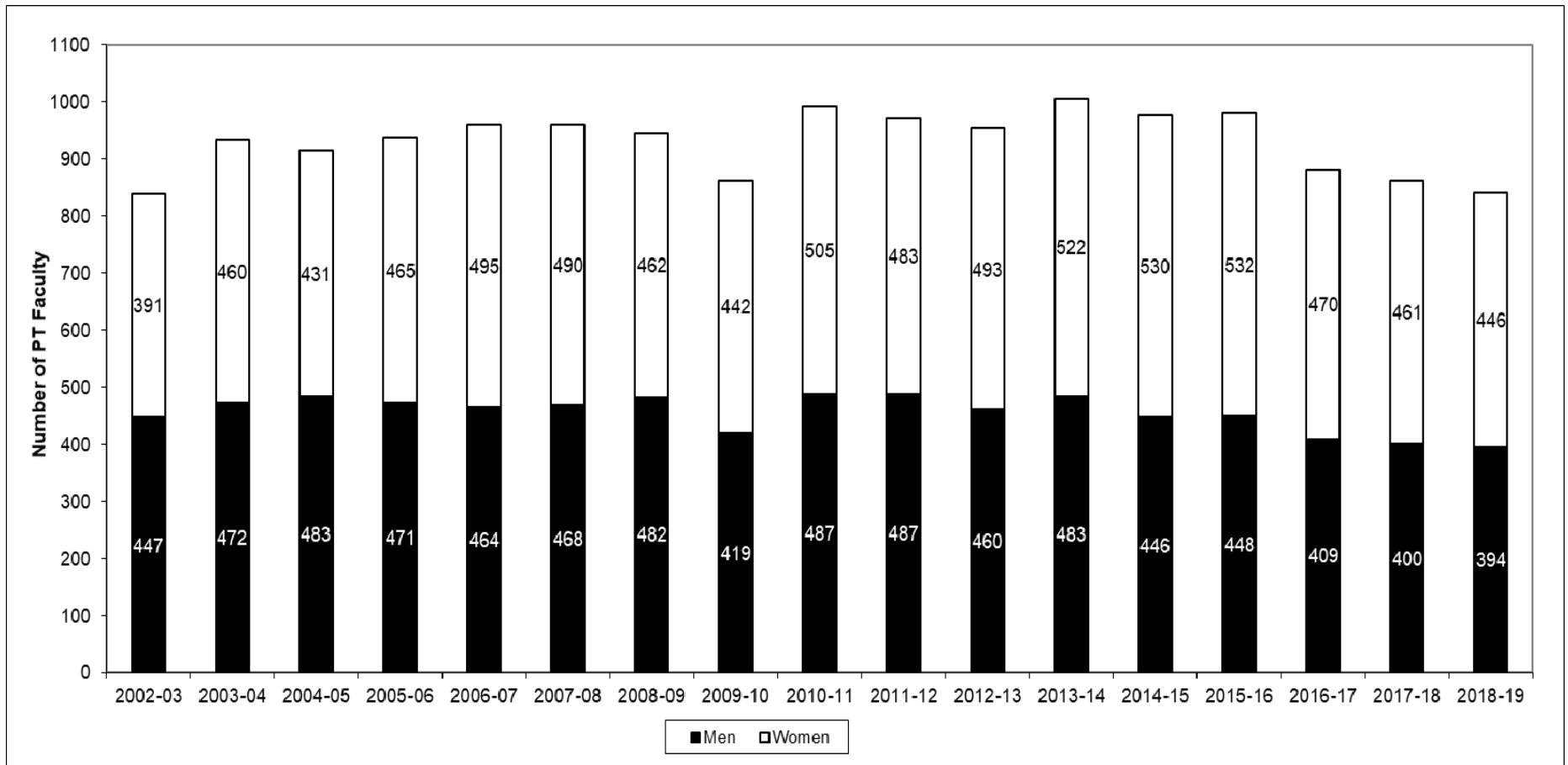
- Count of individuals employed, by fiscal year, as part-time faculty including:
 - Limited Duties Appointments through competitive advertising (includes individuals with no other employment relationship with Western as well as Post-Retirement individuals, Extra-Load, and Graduate Students or Post doctoral trainees who applied to an open Limited Duties competition)
 - Standing Assignments and Course Authoring agreements
 - Post Doctoral and Graduate Student Teaching Assignments hired under Appointments Article, Clause 3. d) of the UWOFA Collective Agreement
 - Excludes Limited Duties Appointments at Trois Pistoles
- In fiscal 2018-19, there were 840 Part-time faculty; of these, 394 were UWOFA members (taught \geq 2 half-courses in each of 2 of the last 3 fiscal years)

Key Observations from Slides 32 to 37

Part-Time Non-Clinical Faculty

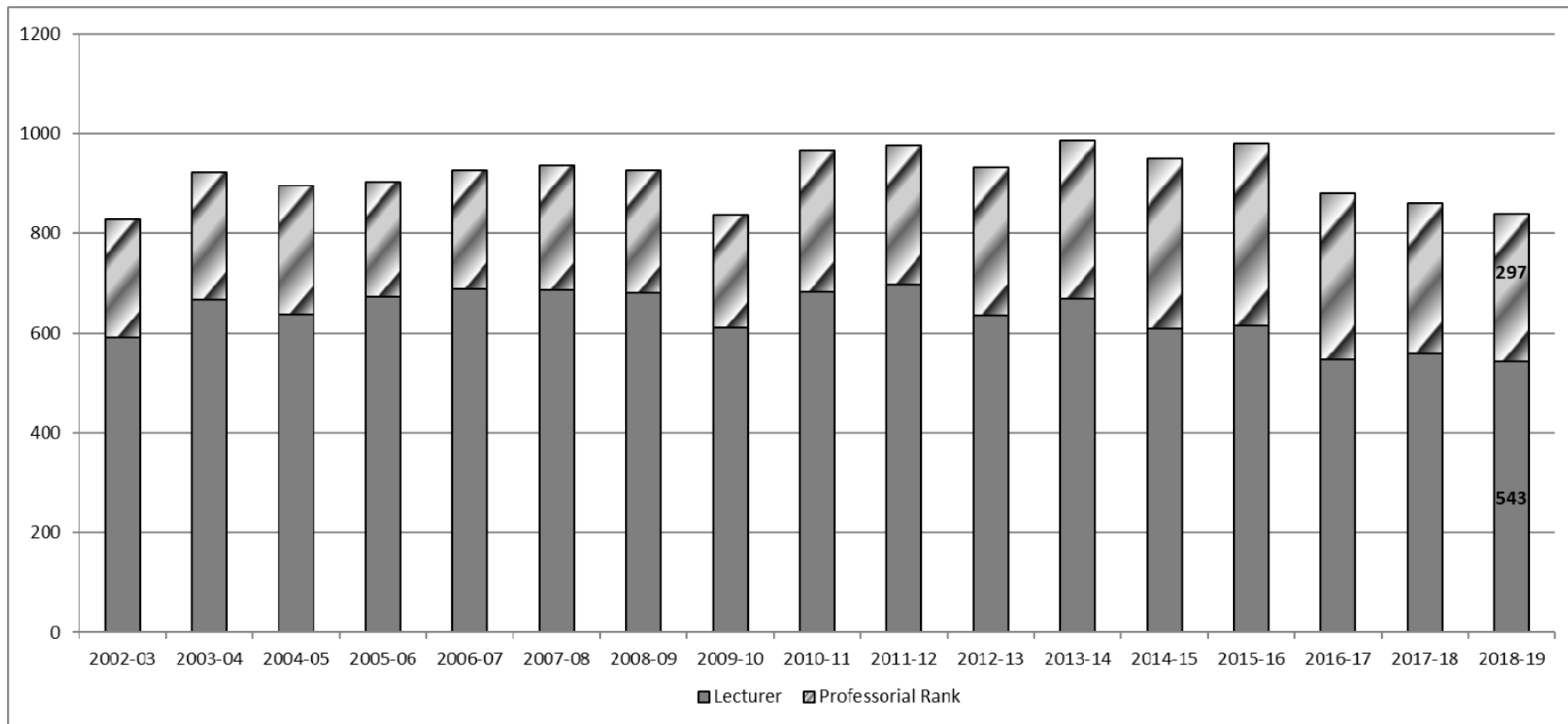
- In fiscal 2018-19, of 840 part-time non-clinical faculty
 - 448 (53.3%) were women
 - 297 (35.4%) were at a Professorial ranks
- The number of part-time faculty varied by discipline (in Professional programs, this can reflect the part-time employment at Western of professionals employed elsewhere in the community)
- Most part-time faculty are employed for low teaching loads and short duration

Number of Individuals with Part-Time Faculty Appointments, Stratified by Gender, Fiscal Years 2002-03 to 2018-19



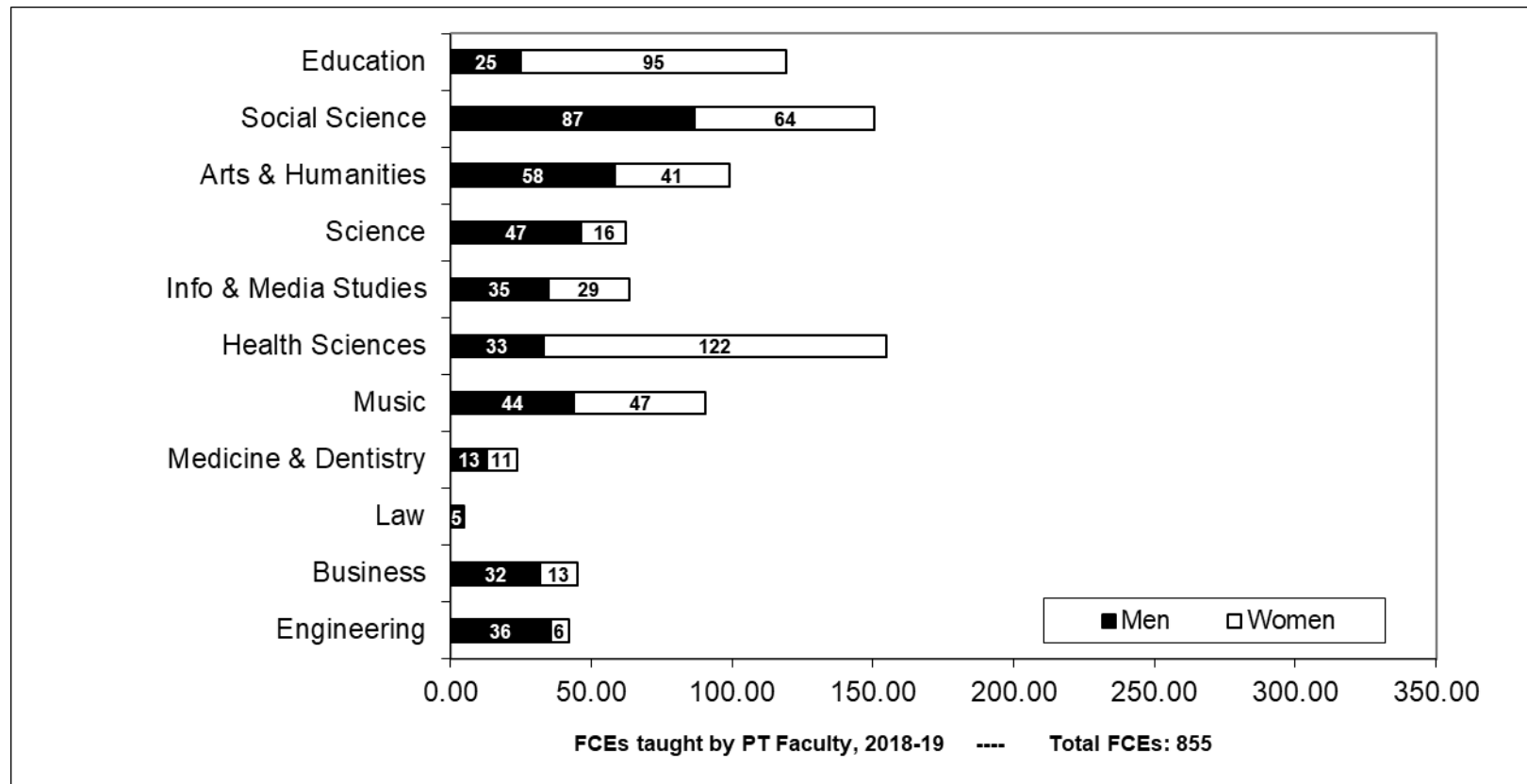
Source: Western Human Resources Information Systems

Number of Individuals with Part-Time Faculty Appointments Stratified by Rank, Fiscal Years 2002-03 to 2018-19



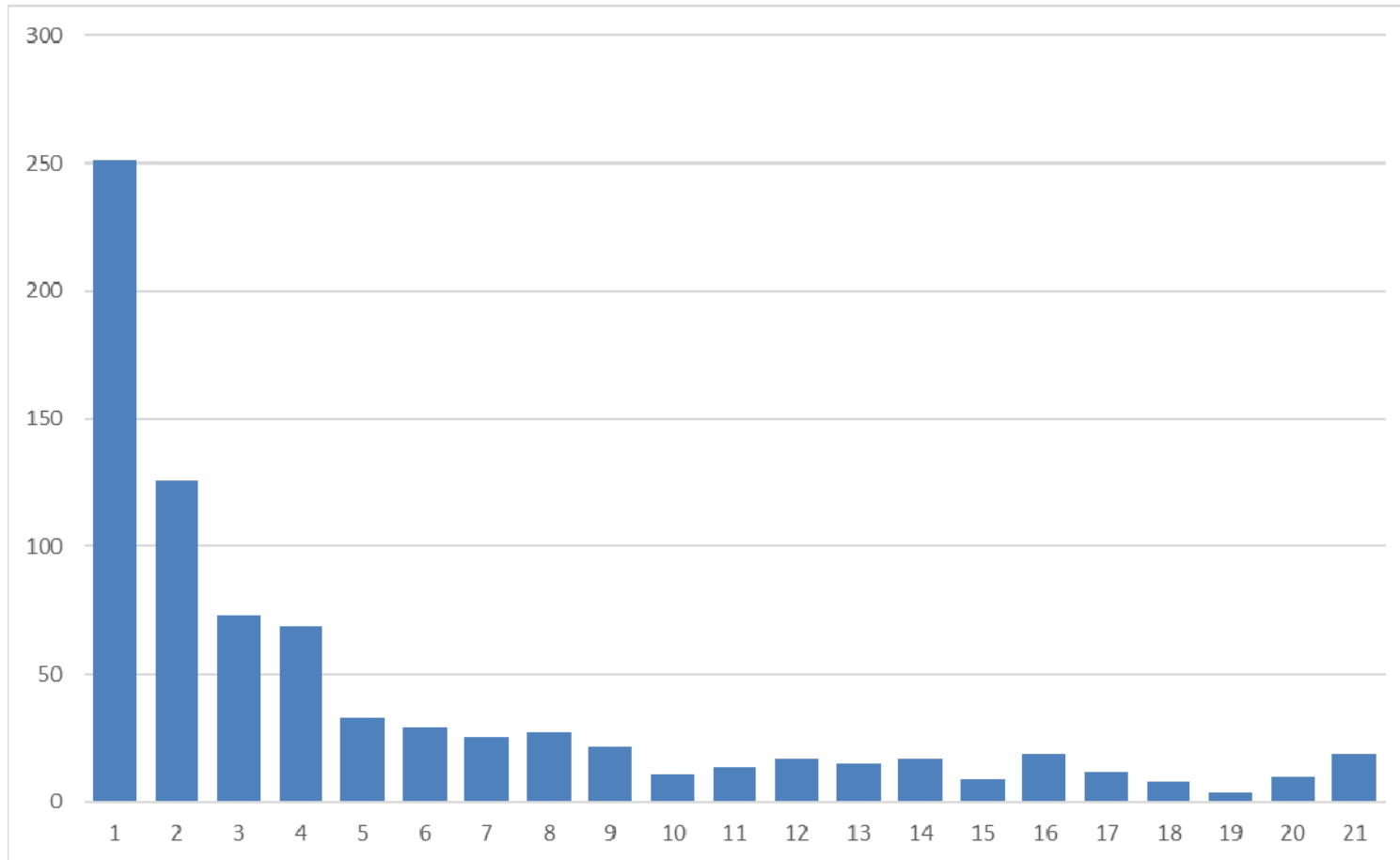
Source: Western Human Resources Information Systems

Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2018-19 (Fiscal Year)



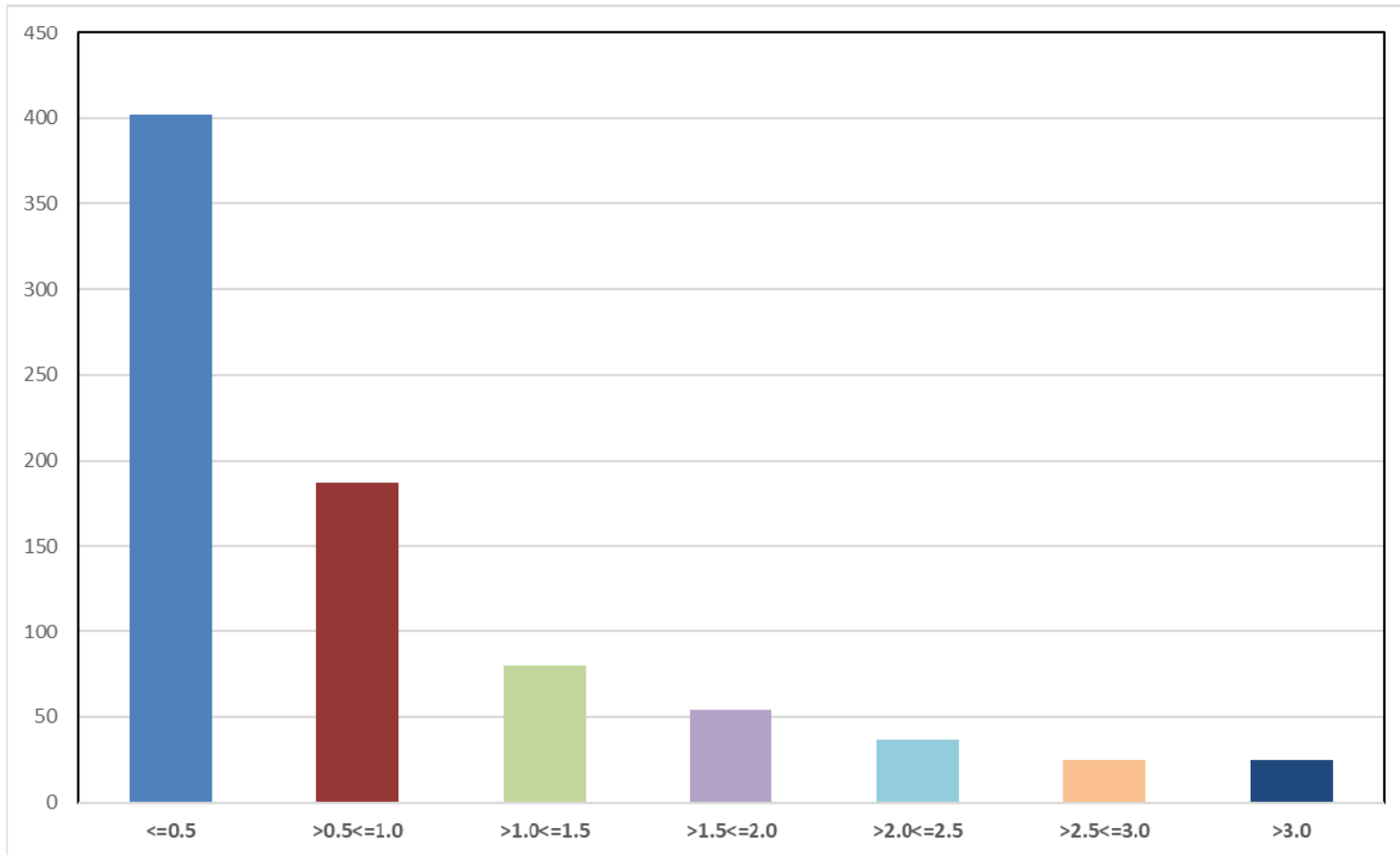
Source: Western Information Systems

Number of Individuals with Part-Time Faculty Appointments by Years of Service 2018-2019



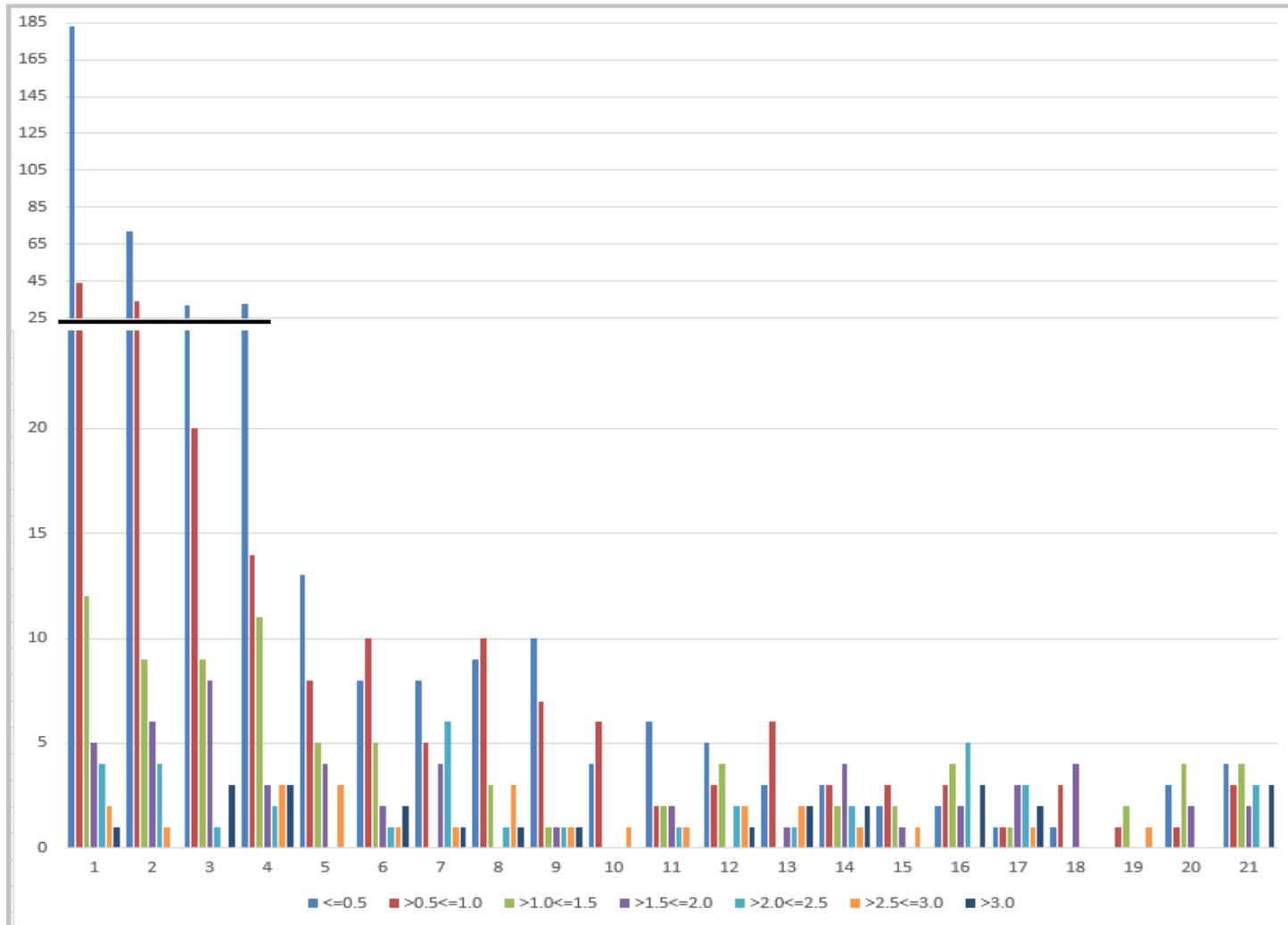
Source: Western Human Resources Information Systems
Includes Consecutive Years of Service, allowing for one single year gap
Excludes Extra Load Teaching and Course Authoring Appointments

Number of Individuals with Part-Time Faculty Appointments by Range of Full Course Equivalents (FCE), 2018-19



Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments

Number of Individuals with Part-Time Faculty Appointments by Average Range of FCEs Taught by Years of Service 2018-2019



Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments

Section 4: Clinical Full-Time Faculty

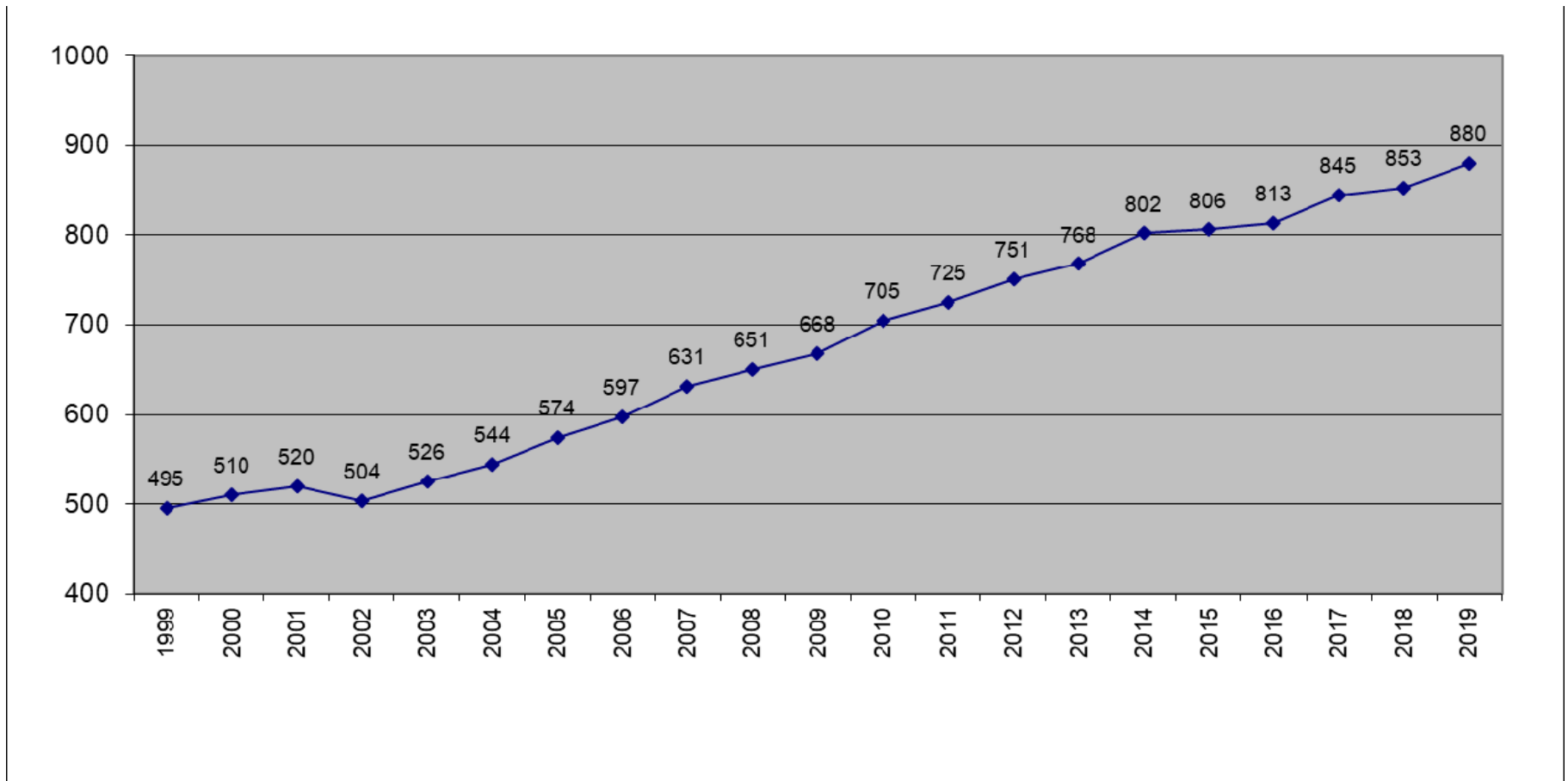
- Cross-sectional counts on October 1
- Includes Physicians in Schulich hired under the “Conditions of Appointment for Physicians” under the following appointment types:
 - Continuing Clinical Appointment
 - Clinical Limited Term Appointment (some of these will go on to become Continuing Clinical Appointments since “Continuing Track” hires are initially Clinical LT)

Key Observations from Slides 40 to 44

Clinical Full-Time Faculty

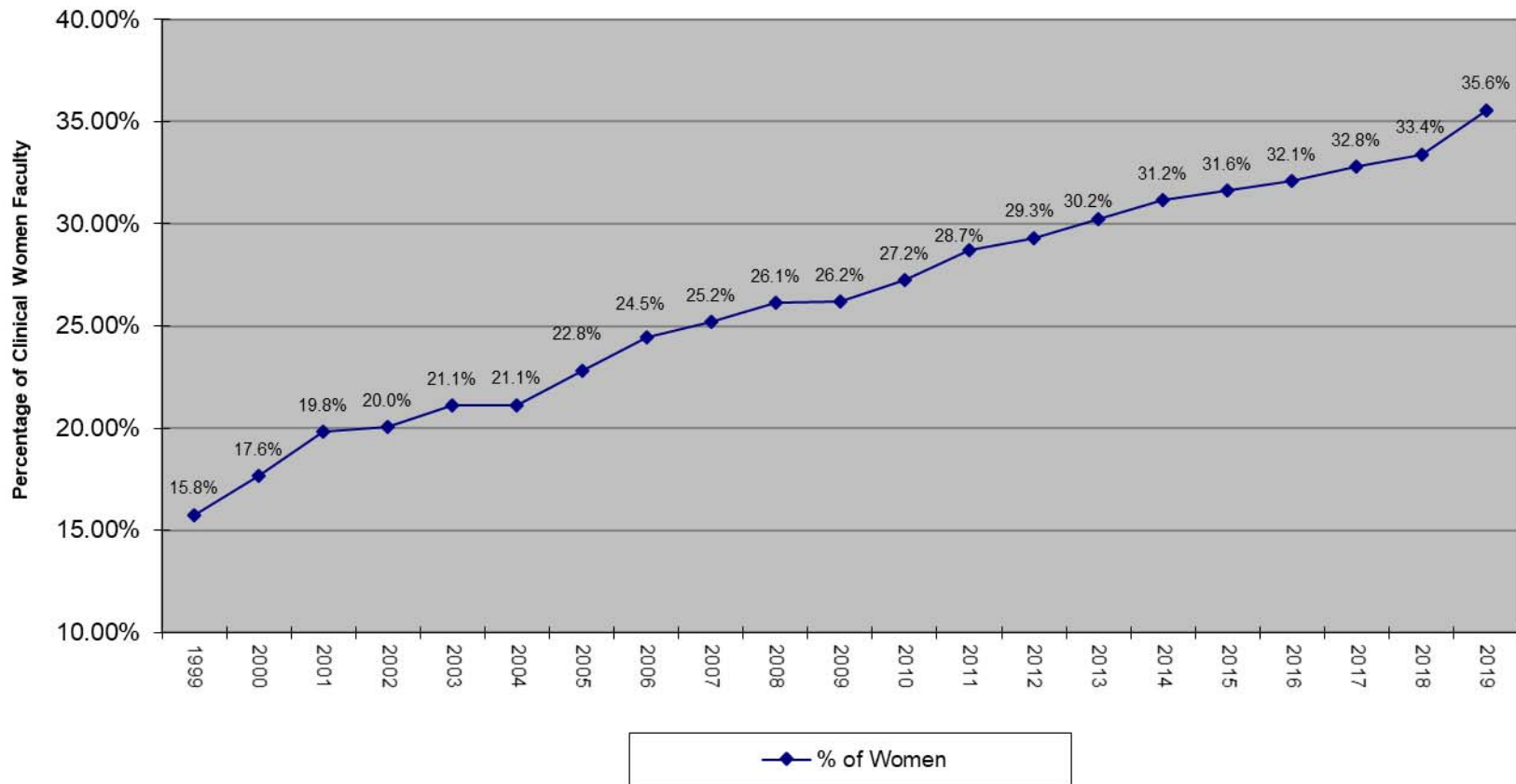
- The number of Clinical full-time faculty has been steadily increasing and is currently 880
- The percentage of women overall, inclusive of all career stages, is increasing and is currently 35.6%
- The representation of women achieved 55.2% among those hired in 2018-19
- annual resignation rates fluctuate due to small numbers

Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2019



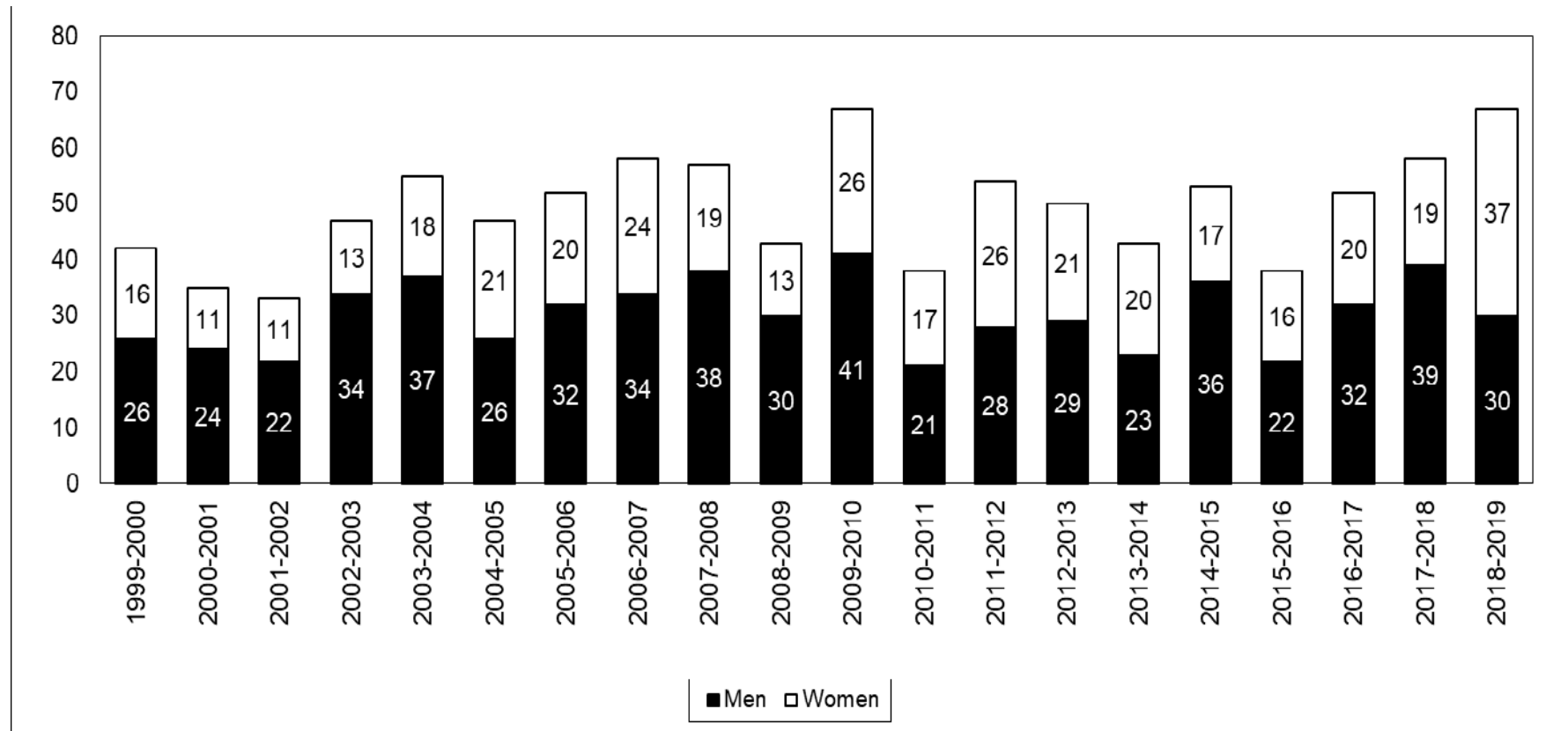
Source: Western Human Resources Information Systems

Women as a Percentage of Full-Time Clinical Faculty at Western, 1999 – 2019



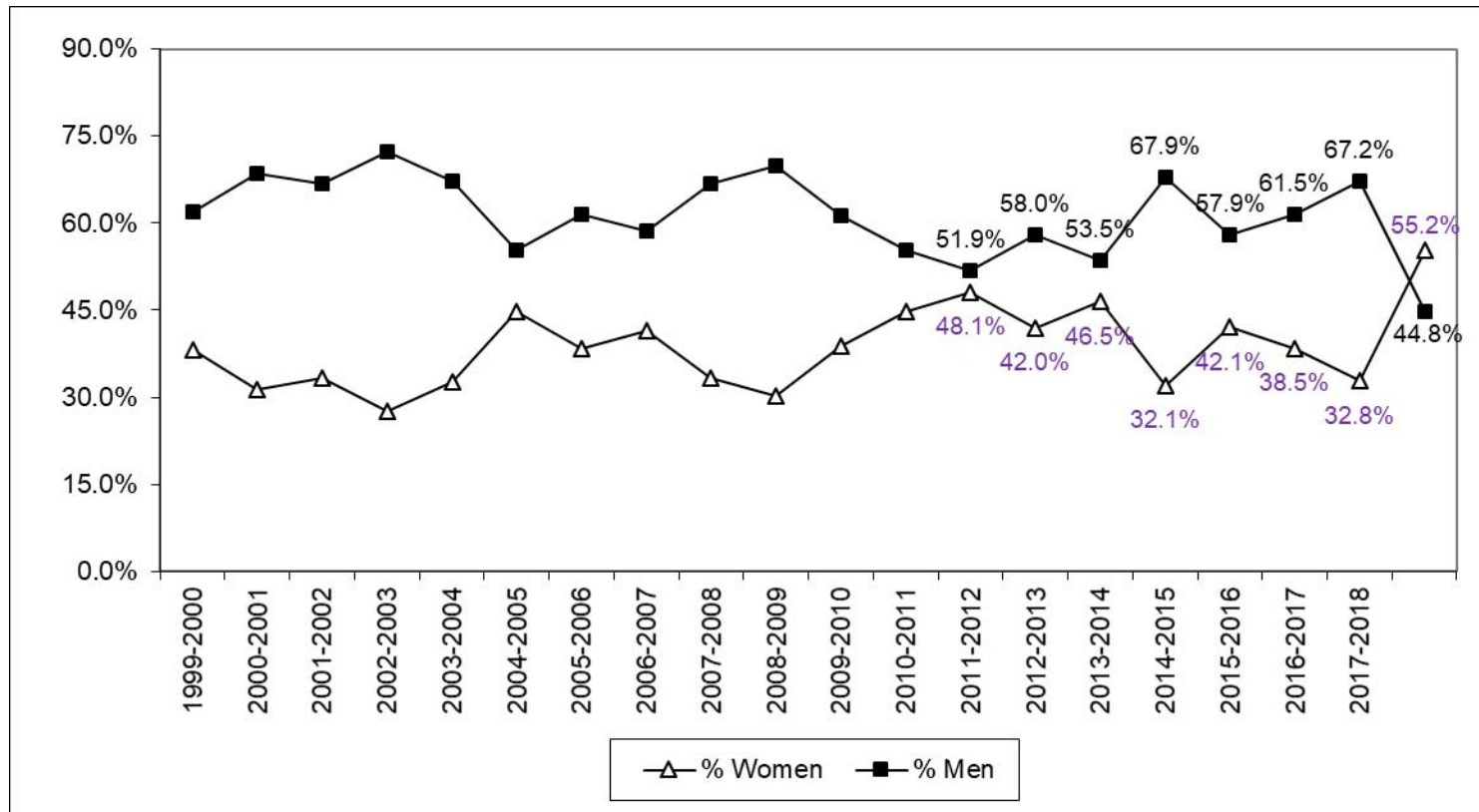
Source: Western Human Resources Information Systems

Newly Hired Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2019



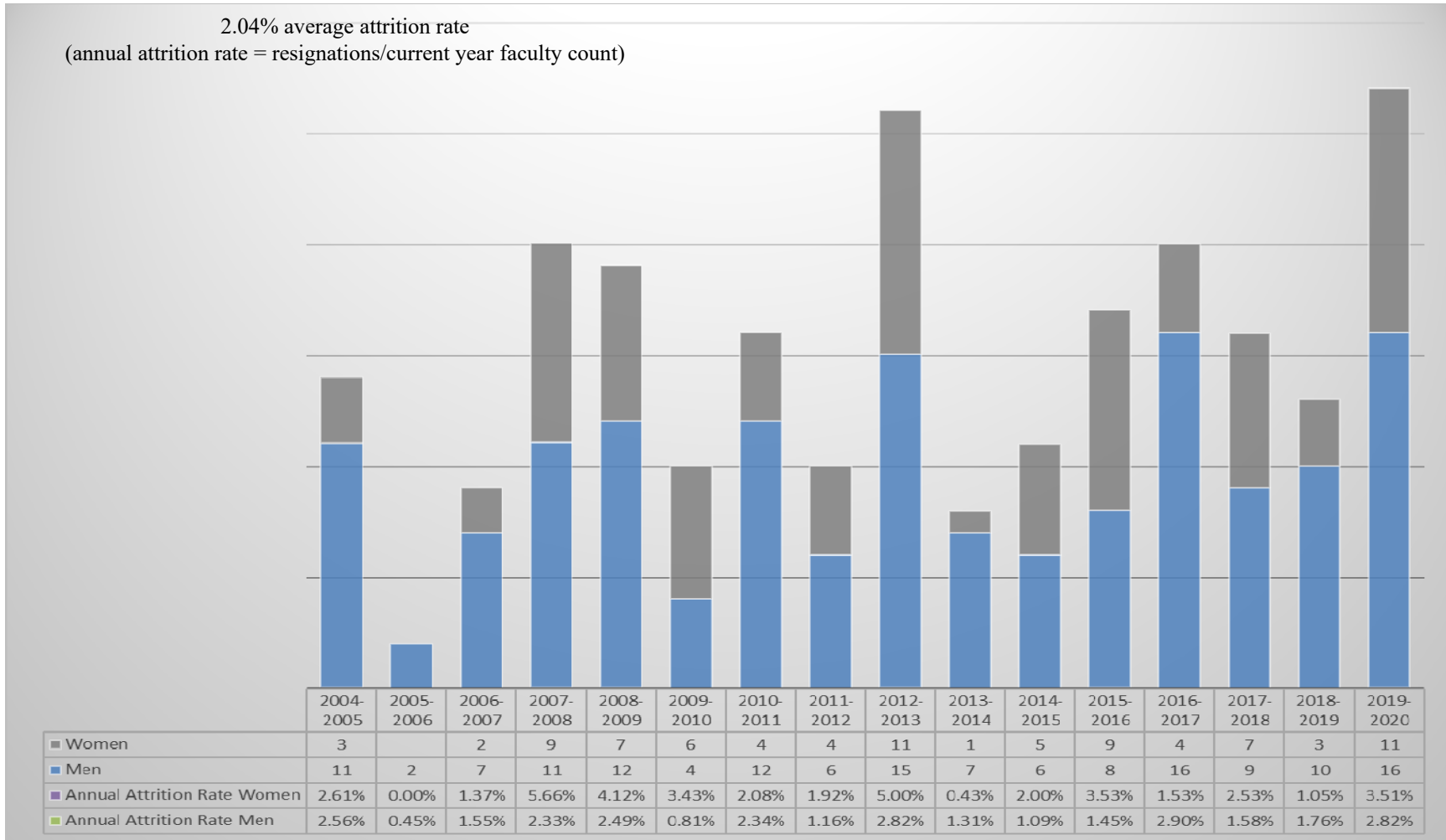
Source: Western Human Resources Information Systems

Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-00 – 2018-19



Source: Western Human Resources Information Systems

Full Time Clinical Faculty Resignations by Gender 2004-05 – 2018-2019



Source: Western Human Resources Information System

For further information

- After presentation at SCUP, this report can be found at:
http://uwo.ca/facultyrelations/academic_planning/Recruitment_Retention_Report_2020.pdf
- The report on Promotion and Tenure of UWOFA faculty, librarians and archivists, which is presented at the end of each promotion cycle, can be found at:
https://www.uwo.ca/facultyrelations/academic_planning/pdf/promotion-tenure-report-2019.pdf
- For additional information on academic staff, Institutional Planning and Budgeting's website contains additional data:
<https://www.ipb.uwo.ca/>

(Note: definitions, inclusion criteria and the dates at which data are collected will influence counts. Therefore, counts may differ slightly among reports prepared from different data sources and for different purposes.)